
Terms of Reference

Position: Climate and Environment Lead

Reports to: Senior Public Sector Advisor

Location: Phnom Penh

Period of Assignment: July 2024 – June 2025

Duration: 12 months

Employment type: Full-Time Staff

Contractual arrangement: “eligible for Cambodian residents/citizens only”

Program Background

The CAPRED Facility is Australia’s flagship bilateral economic development program in Cambodia, focusing on economic recovery and resilience over the next four years, with a possible three-year extension.

The Facility supports Cambodia in implementing a range of necessary economic interventions and reforms to maintain the country’s economic transition. These interventions and reforms are primarily aimed at encouraging more productive and inclusive public and private investment, which promotes a resilient, inclusive and sustainable economy (RISE).

CAPRED interventions fall under three technical components including: Agriculture and Agro-processing; Trade, Investment and Enterprise Development and Infrastructure Development; and three Cross-Cutting component comprising: Gender Equality, Disability and Social Inclusion (GEDSI); Climate Resilient initiatives, and policy support. GEDSI is at the heart of all that CAPRED does.

Position Summary

The *Climate and Environment* Lead is a senior leadership position within the CAPRED Facility, responsible for spearheading resilience and environmental sustainability across all CAPRED activities. This position champions climate investment and fosters a robust climate investment ecosystem. To excel in this role, a strong foundation in sustainability, technical understanding, and exceptional stakeholder management skills are essential.

Roles and Responsibilities

1- Strategic Leadership

- Implement a CAPRED-wide strategy for climate resilience and environmental sustainability, aligning with the Cambodian and Australian governments’ priorities.
- Provide strategic guidance and drive collaboration on integrating environmental and social safeguards, disaster risk reduction, and climate change considerations into program activities.
- Champion investment opportunities that significantly contribute to climate change adaptation, mitigation, and environmental protection.

2- Technical

- Build staff capacity to deliver high-quality technical support for CAPRED activities related to sustainability and resilience.
- Lead the development of a climate-positive investment pipeline aligned with CAPRED's focus areas.
- Ensure effective linkages between climate resilience and GEDSI to promote inclusive approaches to climate change adaptation and mitigation.



3- Compliance

- Oversee CAPRED's compliance with Cambodian and Australian government environmental and climate change policies and safeguards.
- Ensure stakeholders will operate within Cowater and DFAT-related codes of conduct and policies including all inclusion-related policies such as Child Protection and PSEAH; antifraud and corruption; value for money and other policies.

4- Stakeholder relationship

- Develop and maintain collaborative relationships with government agencies, development partners, and the private sector to achieve climate resilience objectives.

Selection Criteria

Essential:

- Sustainability and Resilience Expertise:
 - Demonstrated experience in designing, managing, and operating environmental and social safeguards and climate change mainstreaming.
 - Demonstrated ability to lead technical staff, translate strategies into action, and deliver measurable outcomes.
- Leadership and Communication:
 - Strong team leadership, risk management, and organisational skills.
 - Excellent cross-cultural and interpersonal communication skills, known for collaborative leadership and consensus building.
 - Highly advanced written and oral English communication skills.
- Strategic Thinking and Analysis:
 - Proven strategic thinker with the ability to analyse complex situations, develop appropriate responses, and conceptualise, design, and implement major projects.
 - Experience developing and managing partnerships with the private sector.

Desirable:

- Master's degree or equivalent experience in environment, economics, or a related field.
- Familiarity with DFAT environmental and social safeguard policies and procedures.
- Knowledge of the Cambodian context, especially CAPRED work areas.
- Experience working with Cambodian Government counterparts.

This is a full-time position with an attractive monthly remuneration package commensurate with qualifications and experience.

Closing Date: Monday 10 June 2024

How to apply

Please send your cover letter and CV with name and contact details (phone and email) of three professional referees to recruitment@capred.org mentioning the position you apply for in the subject line "Climate and Environment Lead".

Cowater International is an equal opportunity employer, basing employment on merit and qualifications as they relate to the professional experience and position expectations. Cowater does not discriminate against any employee or applicants on the basis of race, religion, sex, gender identity, disability, age, or any other basis protected by law. CAPRED aims to have a diverse workforce at all levels, and a workplace that is supportive of gender equality, disability and social inclusion. Women, people with disabilities and other minorities are highly encouraged to apply.

Only applicants shortlisted will be contacted for interview.

